GRUMMAN plane news

Vol. 34, No. 21, Bethpage, N.Y., November 28, 1975

Aerospace on the move

Elect Tripp Exec. V.P.; Dalva, Mead, Mickey, O'Brien, Pelehach now Senior V.P.s

In what President George Skurla described as the second major move in the sweeping realignment of corporate activities he initiated early this month, the Grumman Aerospace Board of Directors on November 19 elected Ralph Tripp to a newly created post, Executive Vice President for Operations. The Board also selected five other vice presidents— Ed Dalva, Larry Mead, Ross Mickey, John O'Brien, and Mike Pelehach—as Senior Vice Presidents.

When he announced his broad restructuring of "mainline" corporate departments and responsibilities on November 11, Skurla called it only the first in a series of moves he was planning in an increased corporate thrust to develop new markets for the company. Referring to the acquisition of new hardware programs as the "top priority" of Grumman Aerospace over the next five years, he directed a major consolidation and streamlining of new business activities, program management, operational departments, and responsibility centers.

His objective: to point the entire corporation toward expanding and extending present product lines, pursuing new business in both domestic and foreign markets, and improving the delivery and operational readiness of our products.

Here's a review of the recent elections and the key moves in the realignment:

• Executive Vice President for Operations Ralph Tripp will report directly to the President and assist him in the day-to-day management of the company, with specific responsibility for all those corporate areas engaged directly in the production of hardware—Program Management, Department Operations, Responsibility Centers, and Operations Quality. New business and administrative functions will report separately to the President.

• Senior Vice President Grant Hedrick was named Presidential Assistant for all Corporate Technology. Hedrick will advise and act on behalf of the President in providing: technical assistance on current programs and new business developments and assessment of overall corporate capability in regard to technical personnel, facilities, and methodology. In addition, he will assist in the review of all budget proposals for technological development and new business opportunities.

• Senior Vice President Mike Pelehach was appointed director of the newly established Business De-

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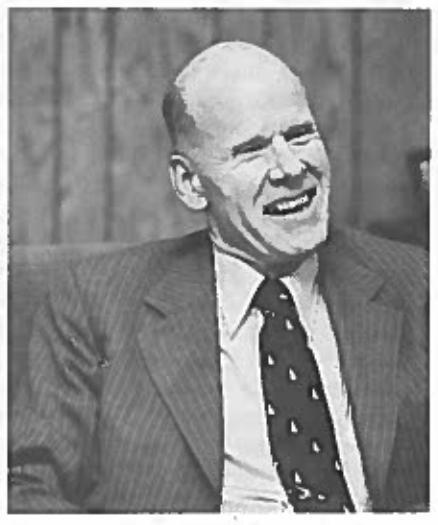
Ralph Tripp

Ed Dalva



Larry Mead

Ross Mickey

John O'Brien

Mike Pelehach

On the scene in the Med

To George Skurla, "showing the colors" means traveling to far-off places to find out first-hand how well Grumman products are meeting the operational test.

Maybe "showing the colors", as he calls it, is a natural attraction to the operational world; maybe it's his belief that there's nothing more dramatic and effective than to have the top operations man in the corporation jet half-way around the world to appear on the scene; and maybe it's his own way of sorting out fact from fiction by speaking directly to pilots, squadron leaders, task force commanders ... and, more likely than not, the mechanics and techs who have to keep the planes flying.

Call it his management style; call it a flair for personal involvement. But in speaking with him, it's apparent that Skurla believes that these trips are vital to the customer and to the company because each of the people he talks to has a different view of Grumman and the planes we build. By visiting and speaking with them in their own operational environment, he gets a better overall picture of what's going well for Grumman, and, more important, what's not going so well. And when he returns to headquarters at Bethpage, he knows where he has to put his own management "English" to get things turned around.

Just recently, Skurla along with his staff aide Bob Watkins flew to Naples to go aboard the carrier USS John F. Kennedy. He was welcomed on the 80,000-ton ship by Capt. Bill Gureck (he once worked during the summer at Grumman), a rear-admiral select who earned his wings in 1950, served for a time as a member of the Blue Angels aerial demonstration team, and later held a number of line and command posts before his assignment as the Kennedy's skipper.

During Skurla's three-day stay on the carrier, the Kennedy cruised out of Naples, around the "boot" of Italy and through the Straits of Messina, headed for the eastern Mediterranean for day-and-night carrier operations.

How did Skurla react to the trip? "You feel tremendously proud standing on the bridge, watching our Grumman birds being launched and recovered with such precision and knowing that we are delivering four of the finest aircraft ever introduced into the Navy's inventory. The E-2C's operational performance is superb; the EA-6B and A-6E continue to perform in excellent fashion; and the F-14 is performing even better on its second deployment than it did on its outstanding first deployment completed earlier this year on the Enterprise.

"The success of our machines in the operational environment of the USS Kennedy is in no small way due to the outstanding, dedicated support they're getting from the 28 Grumman tech reps aboard, who are led by Wes Moseman, our senior Field Service rep in the Norfolk area. They have been aboard ship and away from their families for the past six months and are really serving the company in the best interests of all of us. I wish that every Grummanite could have the opportunity to see the handiwork of our combined efforts operating from the Navy's carrier decks.

"The Navy's operating personnel are full of praise for the F-14. There should be no question that Grumman Aerospace's presence in the fleet is second-to-none ... and I'm sure the observers aboard the Russian intelligence ship that has been shadowing the Kennedy since it left Norfolk and keeping track of shipboard operations would attest to that statement."

President George Skurla visits Capt. Bill Gureck, skipper of the Kennedy, in the plotting room; at right, he examines a connector plug with Navy technician Simon Alquist; immediately below, he sits in with Bob Watkins of the President's executive staff and Wes Moseman, Grumman team leader on the JFK during a briefing by Cdr. Norman (Crash) Nash, EA-6B VAQ-133 squadron commander. Below is a team photo of the Field Service reps aboard the Kennedy.

Yuletide concerts

The Grumman Employees Band, directed by Matt Daniels, is set to present its traditional annual program of Christmas concerts. Except Tuesday, December 16, the yuletide music will be heard at lunchtime, Monday through Friday, over a two-week period beginning December 8.

obituaries

LILLIE VAUGHN of Manufacturing Inspection, Plant 44, died November 9 at the age of 56. She had been with the company since 1970 and lived at 120-35 201st Street, St. Albans.

EDWARD H. TUTHILL of Maintenance-Rearrangement, Plant 14, died November 13 at the age of 51. He had been with Grumman since 1958 and lived at 125 Garden Street, Copiague.

HENRY ERSCHEN of Circuit Analysis, Plant 44, died November 16 at the age of 62. He had been with the company since 1949 and lived at 42 Betsy Ross Drive, Bohemia.

Copernicus: eye in the sky enlarging view of universe

Astronomers dating back to Metius, a Dutchman who (it is said) invented the modern telescope in 1608, have been hindered in their observations of the universe by the glimmering curtain of atmosphere surrounding our planet. Consequently, a new era of visibility into deep space began when NASA and Grumman designed and manufactured the Orbiting Astronomical Observatory (OAO) series. The idea was to place a celestial observatory high enough above the earth for scientists to observe and acquire more facts about stars, planets, and other galactic phenomena for longer periods without obstruction.

In 1968, NASA launched the second spacecraft in the series, OAO-A2. Some measure of OAO-A2's successes in parting the atmospheric curtain can be gauged by the fact that one major accomplishment, the Smithsonian OAO experiment, called "Project Celescope," was able to measure the brightness of some 50,000 main sequence stars in the invisible ultraviolet portion of the spectrum. Discovered also with OAO-A2 was a massive hydrogen cloud, 1,000,000 miles in diameter, surrounding the comet Togo-Sato-Kosaka.

The outstanding performer in the series, however, is Copernicus (OAO-C), the fourth OAO launched (on Aug. 21, 1972) which is still sending its findings home. Unlike its namesake, Nicholas Copernicus, the Polish astronomer who could not publish his conclusions during his lifetime (1473-1543), OAO-C has been sending data back to the world since shortly after its birth. But like Copernicus, who set the ancient ritual of stargazing on the track of modern science, OAO-C has peered into the universe and come back with impressive results.

Working alone, the medieval monk would have run into heavy static from the authorities if he had published his conclusions of a heliocentric system with earth revolving simultaneously on its axis and around the sun. That conflicted with the then accepted theory that earth was the center of the planetary system. In contrast, our contemporary Copernicus, now in its fourth year, has established unquestionable data beyond anything the great man in his time could ever have conceived.

Today, there are 29 Grummanites on duty at Goddard Space Flight Center, Greenbelt, MD., operating Copernicus alongside NASA people and the scientists from various other astronomical interests. Together they plan each day's mission, monitor the safety of OAO-C, and receive data 24 hours a day, every day (including vacations), and have done so throughout more than seven years of the series—a record not surpassed by any other program.

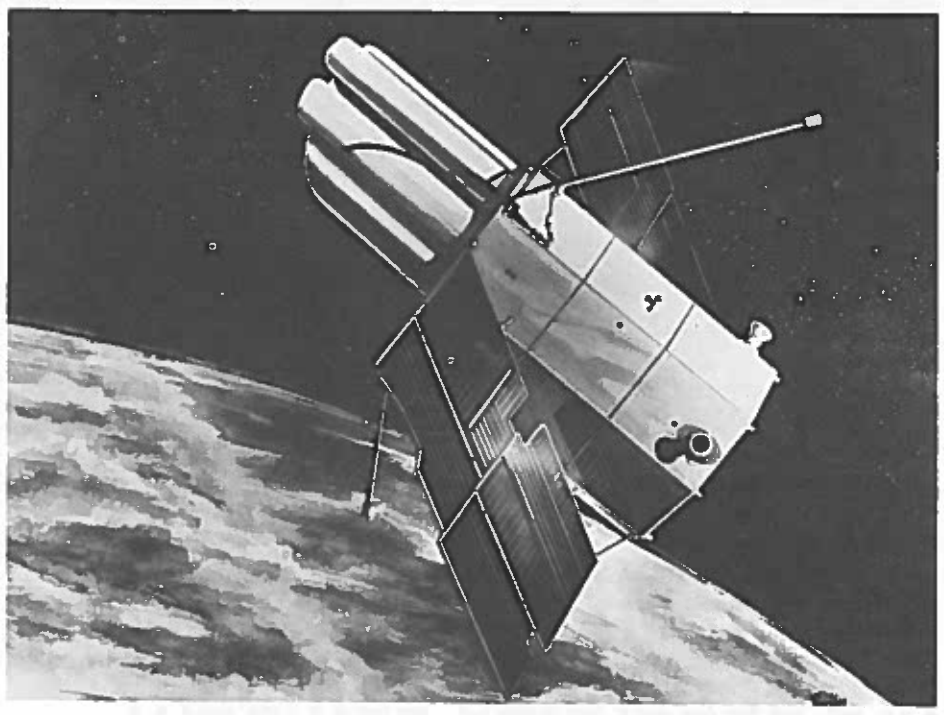
Copernicus has many components—star trackers, stellar TV camera, solar sensors, data processing and communications equipment, to name some. These systems, working together, collect and combine data (picked up from our solar system or deep space) and on command from earth stations, release their findings to be processed through the command station's computers and decoders.

The prime telescope utilizing OAO-C is the ultra violet spectrometer of the Princeton Experiment. This 32-inch reflecting telescope studies space in ultraviolet light. Over 75 guest astronomers from around the world have gathered data from its instruments and written dozens of reports.

Super novae, the rarely observed massive flare-ups of stars that last sometimes for hours or days, have been seen several times. The last was in September. Data has been obtained on the planets in our solar system, inter-stellar gas, and by observing a known star through earth's upper atmosphere. Still more has been collected for use in constructing a theoretical model of earth's upper atmosphere for elements of ozone and chlorine.

With all the new data being compiled, scientists have found themselves armed farther to defend popular questions ranging from the "black hole" (implosion theory) to the expanding universe (explosion theory). The determination of whether gravitational forces will be strong enough eventually to reverse the present universe expansion and result in contraction of matter is at the heart of the argument. Coperni-

(Continued on page 4)



Orbiting Copernicus. Rendering of NASA-Grumman OAO-C spacecraft moving through a 100 minute orbit, 460 to 465 miles above earth. The two rod-like projections (top and bottom) are inertial booms for stabilization. Star trackers are the two lenses protruding from the bottom, and the two panels are for solar energy. (Rendering by Ron Hill)

Caution suppliers on holiday gifts

With year's end approaching, the spirit of giving has been becoming a part of—in some cases, almost an *expected* part of—business life. But in a letter being mailed to almost 5,000 suppliers that do work for Grumman Aerospace, the director of Corporate Procurement Operations, Phil Vassallo, cautions against offering such gratuities to Grummanites to prevent a situation that could lead to a cancelling of business contacts ... and, possibly, employment.

The letter reads:

"As we approach the holiday season, I want to personally advise you of the Grumman policy regarding gratuities in order that there will be no misunderstanding. While we believe that this topic is adequately covered in our revised Procurement Policy Manual which was recently mailed to you, the seriousness of this matter and the actions we propose require that we be as specific as possible.

"No matter how well intended, we will view any consideration, gifts, or other favors—other than a holiday card or advertising materials of nominal value—offered to any Grumman employee to be a serious violation of our policy. We have also advised our employees of this policy. You are requested to contact me regarding pressures of any kind that you receive from any Grumman employee.

"Please insure that none of your employees, for any reason, violates our policy, and report to me any problems you may encounter with the implementation of this policy. It is our intention that, without exception, any seller found in violation of the above stated policy will be immediately suspended.

"We trust you will understand the reason for our firmness in this matter. We would like to extend to you our wishes for a happy holiday, a prosperous New Year, and the continuation of our fine business relationship."

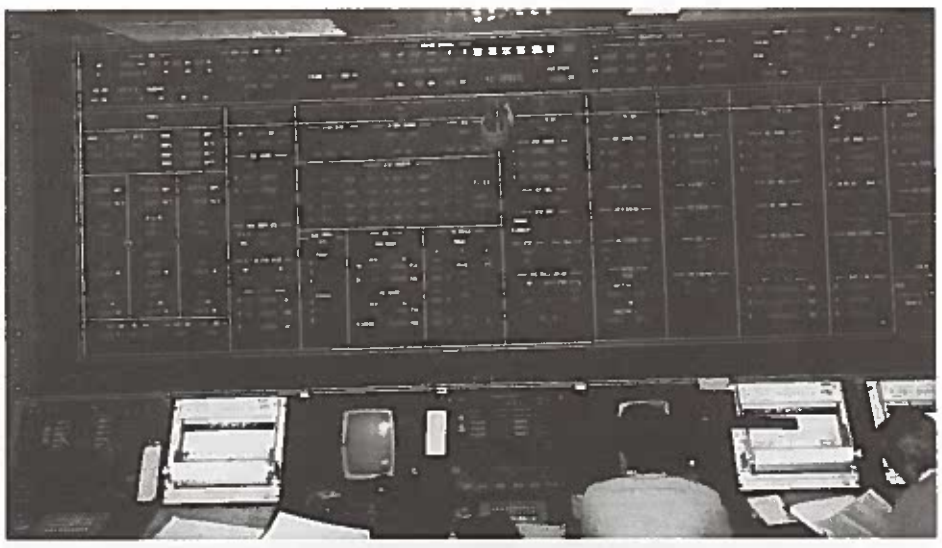
Vassallo requested that his letter to suppliers be printed in *PLANE NEWS* so that it will also serve as a reminder of all Grumman Aerospace personnel who come in contact with outside firms in the course of their activities for the company. He also pointed to the Grumman Corporation policy statement on conflicts of interest which states clearly what is expected of individual employees in their business dealings with these firms.

The section on "gifts, entertainment, and loans" reads:

"Since other companies do not normally furnish valuable gifts or other benefits to Grumman employees without expecting to benefit from such employees' association with Grumman, employees should decline entertainment by, and gifts and loans from companies (other than loans from regular lending institutions) which compete or deal with Grumman, or which seek to do so. Employees may, however, accept customary inexpensive gifts of an advertising nature (e.g., ash trays and wall calendars) and occasional courtesies such as a business luncheon. Employees should also decline offers of participating financial interests in such companies."

The corporate policy statement on "gifts, entertainments, and loans" concludes with this warning:

"We caution that current statutes, prohibiting payment and recovery of fees, kickbacks, or gratuities of any kind, made as an inducement for the award of a subcontract or an order, provide penalties up to a $10,000 fine or imprisonment of not more than two years, or both, for anyone found guilty of knowingly receiving or giving such gifts or gratuities."



Mission Control. The lit-up panel in darkened Mission Control of the Goddard Space Flight Center has been 'go' 24 hours a day for more than seven years.

Grumman plans to acquire fire apparatus company

On November 18, Jack Bierwirth, President and Chief Executive of Grumman Corporation, announced an agreement in principle to acquire Howe Fire Apparatus Company, Inc. of Anderson, Indiana. The 104-year-old company agreed to sell its stocks and business to Grumman Allied Industries, Inc. in a cash transaction without transference of Grumman stock. Howe Fire Apparatus will then become wholly-owned as a subsidiary of Allied, which also produces some compatible equipment in the industry, as well as buses, yachts, and aluminum canoes. Bierwirth said of the agreement: "It presents us with a challenging opportunity to apply Grumman technological expertise to a new and vital area."

One of the oldest manufacturers of fire trucks, Howe Company also furnishes pumpers, aerial ladders, high-pressure and grass-fire fighting units, foam trucks, and other specialized equipment. The Howe Company has shown a profit for over 30 years with 1974 net sales at approximately $6.2 million.

The view of President Richard Howe is, "... confident that the Howe Company and Grumman Allied will continue to enhance their reputations for excellence by the merging of their engineering, production, and marketing capabilities." In a similar vein, Allied President, Bob Loar says: "We have great respect for ... a company whose uniquely talented team manufactures a high quality product."

Besides its headquarters in Anderson, Howe Company has plants in Vinton, Va., and Martinez, Calif.

Eye in the sky ...

(Continued from page 3)

cus data so far says it will not happen—though even if it should, say astronomers, it will take billions of years.

Recently Grumman people developed new data-acquisition procedures for the spacecraft that are expected to increase the scientific sampling rate greatly and eliminate troublesome cosmic-noise spikes whenever they occur in the data. The new procedures may also allow scientific observation through the radiation belt over the South Atlantic which has prevented any observation at all in that part of the orbit.

Of major concern to the Goddard staff, beginning a year ago, has been the decrease in priority held by OAO in the use of ground stations around the world. Newer spacecraft have been launched since OAO-C. Sky Lab, with its high priority, often obtained remote stations when OAO needed them. Grumman people, familiar with the higher than normal power output of the transmitter, suggested a simple stub antenna be installed on the station roofs to be used if other satellites had priority on the large 85-foot dish antennas. Although there are certain limitations, the stub antenna meets operational needs, and the network has agreed to install them in the remote stations. With these antennas it is not necessary for OAO operators to look continually for and bring up alternate remote stations (at those times when a higher priority preempts) to prevent loss of data.

NASA intends to continue using Copernicus as long as it is capable of producing scientific data. Although it was designed to last only one year, there is no end in sight. OAO-C has performed amazingly, but the subject of astronomy is so vast that its successes comprise only a small step toward total understanding. Nonetheless, it is providing a great stride ahead of past knowledge.

How and will Copernicus fail? The many redundant control modes (built into the system as backups in case of operational failure in primary systems) have never been activated. If problems do occur, considerable backup remains. Copernicus has solar paddles equipped with solar cells (to supply power while passing through the sunlit portion of the 100-minute orbit) and three 20-amp.-hour batteries (to supply power through the dark period). Early in October, the spacecraft processor set a record when it issued 44,000 commands in four consecutive orbits without a single failure. Performance of that kind cause Grummanites to become hesitant to make predictions on operational longevity.

Most likely, two or three years from now, the batteries will no longer accept enough charge to operate the equipment, and the craft will fall silent.

The end for Copernicus, as it orbits 460 miles in space, will certainly come some day, but even then, the silent inoperative vehicle imprinted throughout with Grumman Aerospace labels will continue to orbit the world for centuries.

In an age when scientific "miracles" have become so numerous that even scientists seem unimpressed by them, the Orbiting Astronomical Observatory program looms high in importance. The reason is the same that made Copernicus the man cautious, and later caused Galileo to be put on trial. It is involved in examining the origins of life itself, undoubtedly the greatest miracle of all.

GRUMMAN plane news

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calendar

Aikido Club: every Mon. & Wed., 5:15 p.m., Pl. 35 cafe; guests welcome. Bob Bauman, x84636.

Amateur Radio Club: Wed., Dec. 17, 5 p.m., radio shack, roof of Pl. 5; local chapter; guest speaker; guests welcome. Emmett Goodman, x87125. Field trip to ARRL headquarters in Newington Conn., Sat. Dec. 6; Pl. 18, 9 a.m.

American Society of Mechanical Engineers: Wed., Dec. 3, cocktails 6 p.m., dinner 7 p.m., speaker 8 p.m., Holiday Manor, Hicksville Rd., Bethpage; L. I. Section; guest speaker: William E. Caldwell Jr., senior v.p., Consolidated Edison — "Operating Experience with Indian Point Nuclear Power Plant;" guests welcome. Larry Hahn, x1916.

Chess Club: every Tues., 5 p.m., Pl. 30 cafe; guests welcome. Pat Charovkine, x9387.

Coin Club (Bethpage): Wed., Nov. 26, 12:05 p.m., Pl. 25, vendor conf. rms.; informal lunchtime meeting. Ken Hale, x1936.

Coin Club (Calverton): every Fri., 1st lunch period, instrumentation conf. rm., Pl. 6; visitors welcome. Jerry Kreussling, x57-6844.

Duplicate Bridge Club: every Thurs., 6 p.m., Pl. 30 cafe; open competition; guests welcome. Hugh Montague, x3863/Erick Stern, x1294.

Fencing Club: every Mon., 4:30-6:00 p.m., Pl. 30 cafe. George Kegney, x86048.

GACE Flying Club: 2nd Fri. of ea. mo., 5 p.m., Pl. 28; FAA film, business mtg.; speakers — "Hangar Flying." Betty Schledorn, x7372.

Grumman Cycle Touring Club: Sun., Nov. 30, 9:30 a.m., Nassau Community College, North parking lot; 15-mile class E tour, to and around Eisenhower Park (last ride till March '76); guests welcome. Don Gormley, x86852.

Grumman Family Campers: Sun., Dec. 7, 5 p.m., Pl. 3 cafe; reg. monthly mtg. & Christmas party. Earl Schroeder, x1923 (nights).

Grumman Model Railroad Society: every Wed., 5:30-9:30 p.m., Model RR Bldg. (at Pl. 3 rr crossing); reg. mtg.; guests welcome. Ray Muntz, x87409.

Grumman Toastmasters Club: Wed., Nov. 26, & Wed., Dec. 10, 5 p.m., Pl. 25 conf. rm. 1C; local chapter; reg. mtg.; guests welcome. Frank Locascio, x3683.

Old Friends Club: Mon., Dec. 1, 7 p.m., Kings Grant Steak House, exit 46, L.I.E., east lane; monthly mtg. with guest. Jerry D'Agostino, x86853/Andy Messina, x2574.

Rod and Gun Club: every Mon., 4:30-9:30 p.m., NYS Armory, Riverhead; 1st & 3rd Mon., 8-10 p.m., Naval Reserve Training Center, Huntington; every Tues., 6-8 p.m., Colonial Firearms, Levittown; every Thurs., 6-10 p.m., Old Bethpage Club Range, W. Babylon; every Fri., 6-8:30 p.m., Marine HQ Range, Garden City; practice & matches; open to all Grummanites. Call GAA for information.

Society of Manufacturing Engineers: Wed., Dec. 10, 7:30 p.m., N.Y. Polytechnic Institute, Farmingdale; local chapter; guest speaker: Bernard Beal, Grumman Aerospace Corp.—"Mechanical Fasteners," guests welcome—Tues., Dec. 16, 7:30 p.m.; MacArthur Airport; tour of FAA facilities. W. Hubschman, x2844.

Stamp Club: first 3 Wed. of ea. mo., 5 p.m., Pl. 30 cafe. Steve Hoops, x3926.

General William Evans, Commander of the Air Force Systems Command, chats with George Thompson of Customer Requirements about EF-111A during visit to Grumman exhibit at AFA meeting in Washington, D.C., recently.

Personnel Development offers career counseling

It has been said that a job is the way you spend your days; a career is the way you spend your life. How true that is depends on the individual, certainly, but it's something to think about. No matter what type of work you are now doing — production, engineering, or administrative, for example — you may benefit from the opportunity of talking with an experienced counselor about what the future holds for you.

"Personnel development" is a continuing process in which an individual defines and clarifies his or her own personal and vocational goals. In the past, most people had little or no assistance when selecting a career objective — but now that is changing at Grumman. Through Personnel Development in Plant 28, you will have the opportunity to seek professional guidance in analyzing your own skills, and when you determine what you'd like to be doing several years in the future, counselors will help you set up a program that will enable you to acquire the skills you'll need to attain those goals.

What can guidance services do for you? Initially, they'll help you identify your own strengths, job skills, and interests. Next, a counselor will explore your career plans with you and help you set up short- and long-range career goals. And, most important, Personnel Development will assist in outlining a development plan for you, indicating what action you must take to make your career goals a reality, and then review various means that are available to assist you in that pursuit. Once you have embarked on a planned program, a counselor will make follow-up contacts to check on your progress.

The Personnel Development staff will be in close touch with operating departments to make sure it has up-to-date information about career paths in the many areas in Grumman. And though economic conditions are a limiting factor in the number of career opportunities, a person interested in developing career objectives should plan with the future in mind.

Personnel Development has three counselors — Susan Dalva, Jack Mertz, and Joelyn Iannone — to help you plan your future. If you are interested, please call Ext. 1523 for further information.

Bicentennial plaque

With Christmas one month off and America ready to celebrate its Bicentennial Year, hand carved and painted, exact replicas of cast-iron decorative pieces used in colonial times are making a timely appearance in ESO offices. The 10-inch diameter plaque is black with 13 white stars above a gold Liberty Bell raised in the center. Equipped with three short legs to become trivets and built-in hangers on back to become wall decorations, they can also become gifts or mementos. The $15 price tag is far less than those attached to the same plaques selling in commercial gift shops, according to Doug Schmitt of Grumman Allied.

Handcrafted by the Wormuth Brothers Foundry (a division of Grumman Allied) in Athens, New York, where iron foundries flourished during the Revolutionary War era, the sturdy eye-catcher should be a conversation piece. Each is boxed with a short description of the historic cast iron process employed.

Offering 'Grumman Story' at special discount rate

"The company had no plant, no product, no customers, no contracts, and barely enough self-generated capital to meet its modest payroll for a year.

"What Grumman did have was people. Twenty-one of them.

"And a spirit—an amalgam of pride, loyalty, and a compulsive drive to get things done. ...

The above is an excerpt for the soon-to-be-released book, *The Grumman Story*. Authored by Richard Thruelsen, who for many years was a senior editor of *The Saturday Evening Post*, this 400-page book provides "a vivid account of one company's preeminence in the forty-five year technological adventure that carried airborne man from the early biplane to supersonic flight and then literally out of this world—to the moon and back."

In addition to supplying the "behind-the-scenes" action involving such company accomplishments as the development of the sto-wing, the record production rates during World War II, and the successful LM program, there is also an appendage that features photos and statistical data on all the Grumman products.

Stocked with over 200 illustrations, this new book is more than a chronological study of Grumman's technological accomplishments over the past 45 years. *The Grumman Story* is a written tribute to the men and women who since the company opened its doors for business back in January 1930, have combined their skills and knowledge to build the company into one of the leaders in the aerospace industry.

Reduced price

Though *The Grumman Story* will not roll off the presses until March 1976, you will be able to order this book through Grumman—for a limited time only—for $5.50 a copy. At your local bookstores, the Grumman saga will sell for $14.95.

Since the holidays are just around the corner—some may wish to give this book as a gift—you will receive a gift certificate (notification) for each book ordered if you place your order before December 15.

When ordering your copy of *The Grumman Story*, you must indicate whether or not you wish to pick up your book at the Employee Service Office (ESO) or if you wish to have it sent to a friend via U.S. Mail when the book is available in March. The order form below must be accompanied by a check or money order—no cash, please—made out to Grumman Employee Service Office for the exact amount.

You will receive a receipt which must be used to pick-up your book(s) at your Employee Service Office in March 1976. Books to be mailed will be sent directly to the person(s) specified in the form below. With your receipt you will also receive a gift certificate for each book ordered.

Order Form

The Grumman Story

Your name: .....

Address: .....

Town: .....State .....Zip Code.....

Dept.....Plant .....Ext.....

Enclosed is my check or money order for ____ book(s) at $5.50 ea.
Number to be picked up at ESO ____ Number to be mailed: ____

Copies are to be mailed to the following person(s): (Attach additional sheet of paper if more than one is being mailed.)

Name: .....

Address: .....

Town: .....State .....Zip Code.....

Return to: ESO, Plant 2

Assault on the future

Consolidate, realign corporate activities in expanding thrust for new business, more effective operations

(Continued from page 1)

velopment Department. This consolidation will embrace all new business activities within the company, including Business Planning, Customer Requirements, Advanced Systems Technology, and the Product Development Center.

• Senior Vice President Ed Dalva was named to direct the operational activities at all Long Island responsibility centers. The move is expected to provide greater flexibility and maximum operational efficiency between feeder and final assembly plants at Bethpage, Calverton, Garden City, Wyandanch, Great River, and also at Glen Arm and Sterling.

• Senior Vice President Ross Mickey was appointed director of Corporate Program Management. In this capacity, he will be responsible for all in-house aircraft and spacecraft programs, including F-14, Electronic Warfare, Space, Systems Integration, and Training Systems programs.

• Senior Vice President Larry Mead was named director of Department Operations. This corporate department will combine, integrate, and coordinate the activities of Product Engineering, Product Support, Product Manufacturing, Flight Acceptance, and Material Management.

• Senior Vice President John O'Brien will direct Administration and Resources, including Administrative Services, Procurement Management, Contracts, Estimating-Pricing, Facilities Engineering, Facilities Maintenance, Planning-Budgets-Controls, West Coast Office, and Corporate Systems.

What does it mean?

Since he became President in March of 1974 (he will take on the additional duties of Board Chairman on January 1, 1976), Skurla has continually sounded the alarm that aerospace is becoming more and more a "viciously competitive business." Pointing to the lightweight fighter as a threat to the continued production of the F-14 well into the Eighties, a national recession, and a severe budget crunch in Washington, he advised all Grummanites that if the company is to continue to be successful in the future, "We must capitalize on all of our technical and production strengths, apply our past experience to the maximum, and pursue new business opportunities more aggressively than ever before."

To that end, Skurla indicated that the Washington Office, under Vice President Gordon Ochenrider, will play an increasingly important role in representing the company in the Capital.

Just *how* successful Grumman will be in the decade ahead may well depend largely on how effective the streamlining and consolidation of corporate operations prove to be.

By moving Grant Hedrick to the position of Presidential Assistant for all Corporate Technology, Skurla indicated that he intends to capitalize on the full range of the Senior Vice President's broad experience in the aerospace field so that he can apply it to the full spectrum of corporate activities. "Grant is a recognized national and international authority in our field, a Fellow in the American Institute of Aeronautics and Astronautics and a member of the National Academy of Engineering," said Skurla, "and he will be of direct assistance to me in the assessment and development of our future technological pursuits so that we can better apply them in both national and foreign markets."

Grant Hedrick

Business Development

But Hedrick's assignment is only the opening wedge. Because Skurla sees new business as our "most critical priority," he believes the most logical and effective approach to pursuing and capturing a greater share of the market is to concentrate and channel all long-range planning, marketing, and preliminary design activities into one integrated organization. "Through this consolidation we expect to achieve a far greater concentration of effort, a better utilization of talent and technical resources, and an advanced manufacturing facility to produce prototype hardware."

As head of the Business Development Department, Mike Pelehach will address all of his energies exclusively to future business for Grumman Aerospace. "Mike is the ideal choice for such an assignment," said Skurla. "While introducing him before a recent Senate group, Joe Gavin called Mike 'one of the most prominent of the world's designers of high-speed aircraft.' That type of design experience, coupled with his most recent experience on the national and international scene as F-14 program director, provides Mike with considerable insight into the development of military aircraft around the world, and, more specifically, into our own country's needs. Tying together these activities will provide us with a greater concentration and focus of corporate resources and the end result for Grumman will be a much stronger thrust into new business areas."

But once a contract is won, a prototype designed and fabricated, and the decision to go into full production is made, Business Development disengages from the endeavor and goes off in pursuit of additional contracts. Then the burden for delivering a quality product, on-time, and within cost rests totally on Program Management, Department Operations, and the Responsibility Centers where production is to take place. Or as Skurla would describe it: "They got to make it happen. Since these three organizations bear the greatest responsibility for managing, designing, and producing our products" he noted, "it is imperative that their responsibilities and their relationships be clearly defined."

Program Management

In such a working arrangement, Program Management could be likened to a mini-company working within the larger confines of the parent company—it is primarily responsible to the customer for delivering a product that meeets its promised quality and performance specifications, is within cost, and on schedule. Individual program directors (and their staffs) must budget the dispersal of contract funds (much like progress payments) to the various disciplines within Department Operations and the Responsibility Centers, monitor costs and the delivery schedule to make sure the company makes a profit on the operation, and also serve as the prime company representative with the customer. Skurla's most recent move consolidates all of Program Management into five major areas of activity: space, commercial products, aircraft, training systems and integration, and electronic warfare.

Department Operations

By bringing together the functional departments—Product Engineering, Product Support, Product Manufacturing, Flight Acceptance, and Material Management—into one main grouping, Skurla has melded the major areas responsible for the overall direction of product design and support, production planning, supply of systems and components, manufacturing, and the test and delivery of hardware. Combining these five major disciplines in Department Operations should not only make for a closer working alliance of those who come in daily contact during their day-to-day activities, it should also provide the common ground on which to determine a more cooperative and effective dispersal of engineering, material, and manufacturing resources to the various programs and Responsibility Centers.

Responsibility Centers

At the Responsibility Centers, located in New York, Florida, Texas, Georgia, and Iran, these human and technical resources must be allocated and employed wisely to accomplish the immediate task: the fabrication and on-time completion of components and major assemblies for a later manufacturing stage, and, ultimately, the final delivery of the product to the customer. By consolidating the efforts of some 15,000 people working in the Long Island

Responsibility Centers under one head, Skurla believes that "this greater flexibility and efficiency we'll gain from improving the flow from our feeder plants to our final assembly facilities will enable us to drive our costs down and continue to meet our schedules." Heading Responsibility Centers off Long Island are Vice President Jim Zusi - Stuart, Fla.; Vice President Bill Zarkowsky - Milledgeville, Ga.; Vice President Jack Buxton - Grumman Houston (a subsidiary of Grumman Aerospace); and Dick Barton, Managing Director of F-14 Operations in Iran for Grumman Aerospace.

Management focal point

"Since these three key elements of the company are so dependent on one another and jointly participate in numerous inter-related activities," he said, "it is mandatory that their operational objectives are not only specifically spelled out but that their individual and collective relationships in achieving those goals are clearly understood. That is why I established the post of Executive Vice President for Operations. We had to have a senior management focal point for tying together the programs, departments, and the geographic locations where the production occurs. I believe Ralph Tripp has the ability to do an outstanding job as Executive Vice President for Operations, and his record backs him up. He has managed a department—he was deputy director of Flight Test; he has program experience—he was director of the OAO and Lunar Module programs; and his most recent assignment, as director of Great River Operations, provided him with additional operational experience at a responsibility center."

Skurla points out that a natural set of checks and balances should result through such a working arrangement. In other words, with the overall direction of the Executive Vice President, the new corporate structure will provide each participant—Program Management, Department Operations, and the Responsibility Centers with a clear set of day-by-day operational responsibilities and objectives and the means to assure that all of the parties are contributing their agreed-upon share to the endeavor. Operations Quality, reports directly to the Executive Vice President and works closely in the operational process to help assure product quality and safety of operations.

Administration

Most of the departments that provide administrative support to new business and operational activities are concentrated within Administration and Resources, and include some of the most critical functions within the company: planning-budgets-controls, estimating-pricing, contracts, procurement of components and major systems, and corporate systems management.

But there are other administrative departments—Finance and Treasurer, Personnel and Security, Legal, and Opportunity Development, to name a few—that act as an additional set of checks and balances and report directly to the President.

Look to the future

So it's evident that Skurla is calling for a rejuvenated corporate "spirit" as well as a leaner and tighter organizational structure. The consolidation and streamlining of corporate operations is only the first step. There will be more, Skurla says, to prepare Grumman for the critical decade ahead. By combining the various elements and sub-elements within the corporation, he believes the new corporate structure also provides the framework within which any future growth can be employed most effectively and profitably for the company.

But reshaping the management of a corporation, no matter how well it is done, is only part of the solution, he points out. The real key to the future success of the company is the dedication and determination of each and every Grummanite to "get the job done, with emphasis on quality, cost, and on-schedule delivery."

Executive profiles

Ralph Tripp arrived at Grumman in 1942 equipped with a doctorate in applied mathematics and theoretical and applied mechanics, and in the more than 30 years that followed, he has been employing his theoretical and practical talents in a number of key posts. Although he served as head of Instrumentation and assistant director of Flight Test in the Fifties, it wasn't until 1962 that he got an opportunity to apply both theoretical and managerial talents as director of the Orbiting Astronomical Observatory project—a program that eventually proved to be very successful for the National Aeronautics and Space Administration. In 1968 he was called upon to head the Lunar Module program for Grumman, and, in recognition of his success at that task (as well as others), he was elected a vice president in 1970. At the conclusion of the LM program, in 1972, he was appointed director of Corporate Systems and, two years later, director of Great River Operations. On November 19, he was elected Executive Vice President for Operations.

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Senior Vice President Grant Hedrick has been a strong force in the design of Grumman aircraft since he joined the company more than 30 years ago. A graduate of the University of Arkansas, he holds a BS in Civil Engineering, and with a Masters in engineering from Princeton, Hedrick served first as a stress analyst, but then quickly became chief of Structures in 1946. In 1957, he was appointed Chief Technical Engineer; six years later he was elected a vice president, and in 1970, Senior Vice President. Among his many scientific honors, Hedrick lists the "Spirit of St. Louis Award" from the American Society of Mechanical Engineers in recognition of his pioneering contributions to aircraft structures; membership in the University of Arkansas "Hall of Fame" for Distinguished Arkansas Engineers; and, in 1971, he was presented with the Sylvanus Albert Reed Award for "technical excellence, design innovation, and leadership in the structural development of several generations of aerospace vehicles."

•

Ed Dalva, who has been with Grumman nearly 35 years, has seen how the company operates from the shop floor, executive row, and many places in between. He joined the company while still attending engineering school, serving first as a final assembler, then as apprentice engineer, design engineer, chief liaison engineer, and project engineer. In 1966, after he directed the formation of the Product Support Department, he was named to head the new organization, and three years later, in 1969, elected a vice president. Dalva, who served as Bethpage Operations head since May '73, was called upon to direct L.I. responsibility centers earlier this month, and, on November 19, was elected a senior vice president.

•

Larry Mead, who earned selection to Phi Beta Kappa on the basis of his studies while earning a BS degree in engineering at Princeton, has been applying that scientific background for the 34 years he has been with the company. He served first as a stress analyst on a number of aircraft programs before being named project engineer on the F11F-1F, the Super Tiger lightweight fighter, in 1955. Two years later he was chosen as project engineer for the A-6 proposal and development program. After stints as acting chief of Advanced Systems and chief of Engineering staff, he was picked to direct the FX-VFAX program, later served as director of Product Manufacturing when Grumman won the F-14 program, and, in 1969, was elected a vice president. Mead, whose most recent assignment was director of Technical Operations, was selected to head Department Operations several weeks ago and elected a senior vice president soon after.

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Ross Mickey, who graduated from the University of Virginia, joined the U.S. Marines and served with that service until 1966, joined Grumman that same year. Since that time he has been employing at Grumman a broad range of technical, operational, and managerial experience he developed as a pilot and in aircraft requirements planning during his service career. He worked as an operations analyst for a year, then, in 1967, was named program manager of the A-6, and a year later, director of the Intruder program. Mickey was named deputy director of all aircraft programs in early '69, two years later became director of aircraft, marine, and ground transportation systems, and, in February '71, he was elected a vice president. Now a senior vice president, Mickey heads all of Corporate Program Management.

•

John O'Brien first joined Grumman in 1955, and though he worked during his early years with the company as a flight test analyst and flight test project engineer—a follow-on to his studies in civil engineering, he was attracted to Contracts Administration in 1960 where he developed his natural business talents into a very successful career with the company. In 1966 he was named director of Contracts, director of Resources in '69, and, one year later, he was elected administrative vice president. On November 19, O'Brien was elected a senior vice president.

•

Mike Pelehach got his initial introduction to the aircraft industry at The Martin Company, and, from 1942-50, he worked at Chance-Vought as a propulsion design engineer. Pelehach joined Grumman in 1950 as a structural design engineer, was assigned to preliminary design three years later, and became project engineer on the Mohawk in the late Fifties. It was in the early Sixties, as manager of aircraft advanced systems, that Pelehach left his mark on corporate affairs. He directed design efforts on the F-111, EA-6A/B, E-2, C-2, A-6A, and S-2D. In 1967, he was named director of Future Systems where he spearheaded Grumman's final—and winning—effort that led to the F-14 Tomcat contract in early 1969. Five months later he was elected a vice president and named director of the F-14 program, a post he held until he was named to head the new Business Development Department. At the last Aerospace board meeting he was elected a senior vice president.

service milestones

45

William H. Galbraith, PPO - F-14 (1)

35

Anthony G. Budesheim, Controls (2)
Marvin E. Wolverton, Tanks & Ducts (2)
Henry K. MacDonald, Assy. Meth. & Plnng. (2)
Joseph Mystkowski, Jigs Det. & Sub-Assy. (2)
Ernest Alto, Honeycomb Final (3)
Arthur Slanar, Mech. Struct. & Proto. (5)
William L. Roth, Structures (6)
Kenneth G. Dittrich, P/S Mech. Engg/Des. (25)
Fred J. Zeisner Jr., Purchase Elect. Hdware (44)
Tom Rozzi, V.P. — Personnel Services & Security

30

Raymond W. Wittneben Jr., Prototype (1)
William O'Neill, Spotweld (2)
Katherine Bergeman, Dets. & Subs. Fab. Mgmt. (2)
Donald R. Burden, Prod. Mfg. Admin. (4)
Casimir Remiszewski, Mech. Struct. & Proto. (5)
Winfred Haegele, P/S Tech. Serv. (5)
Sarah A. Megna, Insp.-Mech. (5)
Richard A. Boddy, Plastic/Plaster Tooling (11)
Bertram R. Bedell, P/S Tech. Illus. (34)
Charles Casella, Crew Sys. (35)
Reynold E. Witte, Sys. Engg., Proj. Engg. (35)
Donald E. Lowman, QC Qual. Engg. (35)
William J. Fichter, Ctr-Sect. Maj. & Subs. (36)
Victor R. Milligan, Avionics Prod. (44)

25

Frank J. Cocchiola, Prod. Cntl. - Pts. Cntl. (2)
Gordon E. Baylis, Tool Control (2)
Antoinette Wagenknecht, Spec. Tools Meth. (2)
Robert Swanda, Trans.-Ops. (2)
Emanuel Quaresimo, Stockrooms (5)
Gordon M. Campbell, Resources (5)
Charles E. Benjamin, Instr. Test (6)
Kenneth M. Mains, Instr. Plnng. & Control (6)
George W. Fleenor, Maint.-Rearrangement (6)
Harry Bowie, Trans.-Ops. (7)
Earle A. Barney Jr., Insp.-Mech. (7)
John D. Walters, Elements & Mat. Test (12)
Armando Nicoli, B/P Warehouses (17)
David Collins, Trans.-Ops. (20)
Henrietta A. Keveney, Mass Prop. Consol. & Contrl. (25)
Earl W. Albright, EQP Eng.-Ind. Ctl/Maint. Eng. (30)
Robert G. Rouse Jr., Prod. Plnng. (43)

20

Ralph M. Johannessen, Prototype (1)
Nicholas P. Apicella, Sub-Assy. Major (1)
Charles C. Clanton, Ind. Engg.-Crewload (1)
Arne D. Alvar, PPO - F-14 (1)
Paul E. Divan Jr., Drafting (1)
Anthony J. Parrella, GSE Mechanical (2)
Vincent G. Stano, Steel Pts. Assy. (2)
Mary E. Harse, Prod. Mfg. Admin. (2)
Benjamin Dombrowski, Form Block (2)
Joseph M. Amodeo, Special Tools Meth. (2)
William A. Winslow, Flt. Ops. (4)
Richard H. Harrison, Inventory Control (4)
David B. Seeman, Flt. Crews (4)
Herbert Smith, Flt. Trans. (4)
James A. Green, Maint.-Facl. Equip. & Gen. (5)
Raymond P. Seibert, Insp.-Mech. (5)
John E. Condon, Engines (6)
Raymond F. Shea, Elect. Installation (6)
George E. Kaese, Structures (6)
George Rottner, Structures (6)
Warren A. Unneberg, Prod. Rel. & Analy. (6)
Edward G. Clark, Assy. Meth. & Plnng. (6)
Thomas Smith, Insp. Mech. (6)
Harry V. Bayer, Structures (7)
Joseph W. Goodwin, Prod. Deputy & Statn Foreman (7)
Raymond Bromm, Maint.-Rearrangement (12)
Charles W. Patterson, Elect. Test (14)
Thomas E. O'Brien, PPO - E-2 (15)
Arthur H. Huber, P/S Verif. & Prod. Support (15)
Richard G. Anderson, Engg. Mgr. (15)
James B. Scanlon, P/S Field Serv. Mgmt. (15)
Daniel Baffo Jr., Employee Services (15)
Raymond E. Rogger, Drafting (25)
William E. Smiddy, Pt/Proj. Eng.-Elect. Engg. (30)
Peter R. Walters, General Acct. (30)
Bertel Seberg, Environ. Control Des. (35)
Nicholas P. Avery, Power Plant Des. (35)
Carmino Grella, Hull Assy. (36)
Anthony Scipione, Stockrooms (36)
Forest W. Truland, Specifications (40)
Pierce J. McCarthy, Ind. Engg.-Sched. & Status (43)
John E. Kasin, Jr., Maint.-Rearrangement (44)
Charles W. Sheeron, Avionics Prod. (44)
Charles E. Glynn, Crew Sys. (55)
Richard J. Basak, Crew Sys. (55)
Clifford C. Fenwick, Tech. Ops. (77)
Henry Steier Jr., P/S Site Supply Mgmt. (80)
Frank J. Palermo, Flight Test (88)

15

Frank H. Trimble, Config. Data Mgmt. (1)
Mary Pennino, Prod. Release & Analy. (2)
Norman E. Wright, Maint.-Rearrangement (2)
Eleanore I. Dougherty, Dist. Serv. (2)
Charles F. Packert, QC Lab. (2)
Joseph R. Drab, Conventional Mach. (3)
Ronald J. Bransfield, Offsite Support (5)
Frederick G. Danner, P/S Digital Engg. (5)
John L. White, Training & Develop. (6)
John A. Grosser, Elect. Support (6)
William S. Zebroski Jr., Flt. Avionics (7)
Kenneth A. Kneski, Elect. Fab. (7)
Robert A. Tumilowicz, Flt. Dynamics & Loads (7)
Ida M. Rucklos, QC Lab. (10)
Donald A. Hamilton, P/S Resources Control (15)
John S. Serra, Fiberglass (27)
William F. Syracuse, P/S Tech. Writing (34)
Fritz E. Meyer, P/S Production (34)
Anthony G. Zimbalatti, Electromagnetic Compat. (35)
Geoffrey Y. Gardner, Systems Sciences (35)
Philip E. Morris, P/S RF & Video Engg. (40)
Thomas T. Filardo, Prog. Procure-Trainer Sys. (43)
Peter A. Franke, Supp. Equip. Serv. (80)

A reminder ...

Just in case you forgot. If you're a 25-year club member the big day for the annual silver-anniversary luncheon is Tuesday, December 16.

Historical society seeks supporters

The American Aviation Historical Society, founded as a non-profit organization in 1956, wants to become larger. With a current membership of some 4,000 persons in 41 countries, AAHS ranks among the top 10 historical societies in the U.S., but the group is looking for prospective members who may not be aware of its existence.

Membership is open to anyone with an interest in aviation history, including those with a good story to tell but don't quite know where to get it published. The AAHS quarterly Journal could be just the publication for such manuscripts. Through the Society newsletter prospective authors can make their projects known to all members of the society and thereby obtain further information.

Recent Journal articles include such diverse topics as "The Lockheed 12," "The Huey Cobra: Its Origins," "The Making of '12 O'Clock High'," and others. Articles appearing in the Journal cover the scope of air racing from the '20s to the present, military unit histories, airline histories, and human interest items. Back issues are available. Annual membership dues of $12.50 includes the four Journals and newsletters. For further information, please write to: P. O. Box 99, Garden Grove, CA 92642.

They're still giving

For the 17th year-in-a-row, the Shipping and Spares Consolidation Department in Plant 17 is holding its annual Christmas drive for St. Mary's of the Angel Home in Syosset. A color television is the first of 25 prizes that will be distributed at the end of the drive. If anyone would like to lend a helping hand, or donate to this worthy cause, please contact Linda Kost, Ext. 1738.

F.J. Cocchiola

G.E. Baylis

R. Swanda

E. Quaresimo

G.M. Campbell

C.E. Benjamin

K.M. Mains

G.W. Fleenor

H. Bowie

E.A. Barney Jr.

J.D. Walters

D. Collins

H.A. Keveney

E.W. Albright

R.G. Rouse Jr.

Rainbow of talent shines at annual Art-Photo show

For several years, Joe Placenza's participation in GAA has been in the annual handball tourneys—he has come home a winner many times—but this year, major surgery forced Joe into a new pursuit, and, to his surprise (and many others), he has made a name for himself as a pastel artist by winning the Art Show's grand award.

"When I was in the hospital in June, I started drawing cartoons and coloring them in with crayons," says Joe. "Someone suggested that I switch to pastels."

A new artist at Grumman was born. Joe entered two of his works in the 1975 GAA show, and, as one of the art judges said, "Pastels is a very difficult medium. The difference between his first and second attempt looks like five years of constant study."

Quite a number of people were amazed at Joe's talent. "One friend with a wide assortment of lenses, he claims "It's the man behind the lens, not the camera."

Joe's award winning work was a nature scene set on a blue background. "I'm a perfectionist; it took 10 minutes just to create the reflection in the duck's eye, and the fox's fur took hours to perfect."

Instant success has baffled Placenza: "What do you do for an encore?" Before next year's Art exhibit, he plans on taking a few lessons in his new found hobby to "eliminate the trial and error in creating just the right blends."

Beautiful subject

Though Emmett Goodman totes around his Nikon camera equipped jokingly said to me, 'You did an excellent job. You can't even see the numbers,'" says Placenza.

He should know. His candid shot of his three-and-a-half year old granddaughter Melanie was heralded as the top photo in the exhibit.

Since 1948, Emmett has been an avid—and prolific—photographer. "I shoot well over 1,000 color slides a year," he states. "But my most prized subject has been Melanie. I think nothing of shooting an entire roll of her."

Emmett's love of photography and his granddaughter also accounted for his first place showing in the color portraiture category. As the proud grandfather says with a gleam in his eye, "You can't help but win a prize when you have a beautiful subject."

Don Ryan has been a photographer since he bought a folding Kodak over 40 years ago. While Goodman's main subject is his granddaughter, Ryan prefers to focus his lens on the beautiful scenes of the Adirondacks where he has a vacation home.

"While I was fetching water at a nearby stream one weekend," says Don, "I glanced up and saw an old deserted barn covered with snow. I said to myself, "What a shot.' And, I returned a few minutes later with my camera."

The resultant slide was a favorite of his friends who have viewed his collection of 1,000 slides, so Don entered it in the show; it was cited as the best-in-show in the slide category.

Other winners

The winners of the Art show were:

Oil, Acrylics, Plastics (landscapes, seascapes)—William Horton, Peter Schumacher, Art Grahame
Oil, Acrylics, Plastics (still life, misc.)—Richard Finchum, Al Gross, Richard Barton
Oil, Acrylics, Plastics (Figure, portrait)—David Finnerty, Peter Schumacher, Charles Edgette
Oil, Acrylics, Plastics (Nature)—Al Stern
Watercolor—Joseph Gurney, Curt Dolderer, Richard Finchum
Pastels—Joseph Placenza, Louise Stein, William Horton
Black/White Graphics, etc.—Richard Finchum, Stan Zadroga, Brenden Berger
Sculpture—Philip Nadrich, John McGowan, Aage Pontoppidan
Non-objective, abstract (any medium)—Kay O'Regan, Frank Baldi, Richard Finchum
Special Retiree Award—Art Grahame

The winners of the Photography black and white print segment were:

Pictorial—William Oelcher, Doug Keuling, Joe Sinicki
Nature—Morton Mantus, Harold Wicker, Robert Ruymen
Still Life-Abstracts—Doug Keuling, John Steigmier, Harold Dunayer
Portraiture—Harold Wicker, William Oelcher, Joe Sinicki
Human Interest—Doug Keuling, Harold Wicker, Alan Agdern

And in the color prints categories, those receiving awards were:

Pictorial—Joe Sinicki, Jean Pailet, Richard Finchum
Nature—Frank Baldi, Joseph Baran, Alfred Ricco
Still Life-Abstracts—Richard Finchum, John Helgesen, Richard Gornik
Portraiture—Emmett Goodman, Paul Presti, Chet Smalkowski
Human Interest—Emmett Goodman, Florence Iannelli, Richard Finchum
Close-up/Macrophotography—Adrian Hersey, Michael Baryk, Steve Mazzeo

And, in the color slide categories, the winners are:

Pictorial—Don Ryan, James Elbe, Morton Mantus
Nature—Joe Sinicki, Charles Cohen, Christian Harre
Still Life/Abstract—Christian Harre, Don Schoenhut, Ray Muntz
Portraiture—Don Ryan, John Asciutto, Harold Dunayer
Human Interest—John Asciutto, Bill Kiesel, Tom Dalton
Close-up/Macrophotography—Walter Demchuk, Charles Falco, Arnold Seldon

The winners in the snapshot category were: Joseph Sinicki, Don Ryan, Herbert Goldberg.

Grand award. Emmett Goodman proudly displays his award-winning candid photo of his granddaughter Melanie. (Photos by Bob Settles)

Top artist. Joe Placenza receives kudos on his award-winning pastel from Senior Vice President Ross Mickey (L), director of Corporate Program Management.

1.

2.

3.

4.

5.

1975 Softball League Champions

1. Monopoles

MONDAY NITE LEAGUE

From left to right, 1st row: Gene Lowe, Willy O'Connell, Bob Jones, Charlie Dietz, Lou Coster, Al Wallace. 2nd row: Mickey Rowles, Joe Vosefski, Ed Gabriel, Paul Bavitz, Bill Diercks, Lee Gendron. 3rd row: Bob Savasta, Pete Vitteretti, Mike Gabriel

2. Flight Development

PLANT 7 LUNCHTIME LEAGUE

From left to right, 1st row: Charlie Cava, Joe Siberto, George Daly, Bob Brooks, Andy Bonavita. 2nd row: John Auzins, Joe Riveria, Joe Barszczewski, Mario Grzan Art Donato, S.B. Katz. Missing: Bill Hochner, Frank Mapes, Doug Halsey, Rich St. Dennis, Ray Rodrigues, Ray Geminski, Bob Taylor

3. Woodpeckers

TUESDAY NITE LEAGUE

From left to right, 1st row: Joe Vosefski, Bruce Armour, Stu Kornreich. 2nd row: Sal Iaccarino, Gordon Bell, Wayne Woodhams, Frank Quarto, Vic Errante, George Cumberland. Not pictured: Joe Avanzato, Sal Barcia, Fred Becker, Bill Diercks, Charlie Esposito, Rob Ogilvie, Bob Schmitt, Stan Schneider, Pete Viteritti

4. New Breed

PLANT 6 LUNCHTIME LEAGUE

From left to right, 1st row: Al McCaffry, Charlie Tyler, Chick Robb, Artie Bolomey, Dave Zazeski, Carl Roppold, Tom Trifaro. 2nd row: Ernie Maggi, Leo Jasinki, Ted Jasinki, Frank Posillico, Vic Rutkowski, Joe Gagliardi. 3rd row: Butch Buffa, Charl Thilburg (mgr.), Danny Wasliewicz Bruce Etro. Missing: John Rustmann, Bill Drinkwater, Karl McDonald, John DeBois, Phil Kiper Jr.

6.

7.

8.

9.

10.

5. Shadows

WEDNESDAY NITE LEAGUE

From left to right, 1st row: Mike LosQuadro, Joe Nieves, Mike Gabriel (Mgr.), Bob Ogilvie, Willie O'connell. 2nd row: Stu Kornreich, Art Frasca, Ed Gabriel, Charlie Bosch. 3rd row: Ted Kowalski, Paul Bavitz, Jim Schwaab, Chris Hofman. Not pictured: Al Wallace, Joe Vosefski, Charlie Dietz, Dan Brady, Tony Razziano, Bob Jones, Bruno Sidor.

7. Old Timers

PLANT 1 LUNCHTIME LEAGUE

From left to right, 1st row: Lloyd Bigby, Jerry Pless, Jim Maskolyak, Steve Waters, Kevin Maier, Mark Farley. 2nd row: Dan Aquilino, Bob Cantwell, Ken Smith Jr., John Lampasone, John O'Hanley, Joe DeSanto, Cliff Seaman, Bill Small, Tom Szwejkowski. Not pictured: Irv Austin, Ken Smith Sr.

9. E.B. Welding

PLANT 2 LUNCHTIME LEAGUE

From left to right, 1st row: Tony Ferraro, Frank Jansen, Carlos Ramos, Jim Greenleaf, Art Thomasson. 2nd row: Frank Lupo, Wilfred Feliciano, Mike Leykamm, Brian Kelly, mgr. Joe Cocicero. 3rd row: Chris Farrell, Danny Azzato, Tom Hackett, Glenn Pfaeffle, Sal Grecco. Not pictured: Al Temme

6. Chiefs

PLANT 3 LUNCHTIME LEAGUE

From left to right, 1st row: Bob Dadario, Fred Ford, Sue Swicicki, Willy O'Connell, Jack Hopper, Frank Anglisano. 2nd row: Chris Hofman, Tom Marion, Bob Lynch, Chris Hasenzahl, Carl Saulino, Domenick Verini, Nick Catania. Not pictured: Bob Perniciaro, Ron Smith

8. Wings

NITE OWL LEAGUE

From left to right, 1st row: Ed Moran, Danny Haas, John Young, Dennis McKeefery, Craig McQuillan, Earl Schroeder, Frank Damis. 2nd row: Mike Kidd, Joe Reese, George Shust, Rich Neste, Rich Fabriano, Dennis McCleave, Jim Hudson. Not pictured: Ric Ormond, Mike McDermott

10. Oldtimers

GREAT RIVER LUNCHTIME LEAGUE

From left to right, 1st row: Tom Cuce, Tom McKeefery, Chatt Chapman, Emil Vandenbosch, Hank Mehl, Ed McKearney. 2nd row: mgr. Charmine Femia, John Shlonsky, Bob Albert, Bob Schwender, Bill Meehan, Harry Browne, Rudy Avotabile, Ed Urban. Not pictured: Al Temme

Varsity Bowling Trials

Entry Blank

Name .....

Badge No. ..... Plant ..... Dept. ..... Ext. .....

Qualifying Averages

Men (175) Dec. 5-12, inclusive — Women (125) Dec. 5-12, inclusive

Average	League & Lanes	No. Games
.....	.....	.....
.....	.....	.....

Submit to GAA, Plant 30
by Friday, Dec. 19

Announce pin trials for varsity keglers

Last year in the L.I. Industrial Bowling tournaments, the men's and the women's varsity squads were short on pinfall. The women keglers finished in second place and the men ended up in third place at the 35th annual tourney sponsored by Grumman.

If you think you can turn about last year's result and lead either of the Grumman varsity teams to the winner's circle, then the time is nearing for you to enter the annual GAA varsity trials.

Here's how the men's varsity trials shape up:

- To be eligible, a contestant must have compiled an average for at least 24 games in an ABC league.
- The minimum entering average for men is 175.
- If a bowler competes in more than one league, his combined average must be at least equal to 175.
- Season entry averages must be computed as of the week of December 5-12.
- Application blanks should be filled out completely and mailed to GAA, Plant 30.
- Entry deadline is December 19.

The women's rolloffs are also coming up next year, too, and entry qualifications are the same as for the men with two exceptions: the entering (or combined) average is 125, and the league should be WIBC sanctioned.

The men will kick off the roll-off action on Saturday, January 10, continuing each Saturday through February 7.

Candidates for the women's varsity will bowl a total of eight games.

Give'm a break, folks

No doubt you have heard the cry: "Save a tree—conserve paper." Grumman has been doing its part for many years by supplying reusable inter-office mail envelopes. But these rugged little mail carriers are not being used wisely. For instance, many envelopes have their life span cut in half because someone used tape—not staples—to attach "SPECIAL MAIL" forms or to seal the envelopes. And tape is the number one killer of these conservation-designed envelopes. So, give the trees and the envelopes a break, folks—staple, don't tape, when using "SPECIAL MAIL" forms.

GAA bowlers chop wood for Thanksgiving feast

Over 90 keglers in the GAA-sanctioned leagues won turkeys for their Thanksgiving dinners by outshooting fellow league members in the annual GAA turkey sweeps.

Three or four turkeys were awarded in each league (depending on the number of bowlers), with two or three going to high handicap series, and the other gobbler going to the kegler rolling high scratch game for the night.

The winners of this year's Turkey Sweepstakes are:

Bearcat — Bill Brinkeroff, Don Ritter, Phil Scinto; *Blue Mixed* — Paul Olenick, Judy Yoos, Ed Anderson; *Century Mixed* — Helen Miller, Howard Miller, Lou Kintz, Midge Guss; *E-2 Hawkeye* — Lynn McDonald, Judy Spinella, Marty Hoffman; *Gold Mixed* — Vickie Lawterborn, Gene Harms, Werner Langhauser; *Great River Nite Owls* — Rudy Miller, Shirley Mason, Tom Sevenson, Rudy Dunkley; *Hawkeye Mixed* — Joan King, Tom Cava, Emily Alsano, Brent Sarinick; *Just for Fun* — Jean Zach, Stella Saks, Fran Smith.

Monday Nite Mixed — Louise Segar, Lyn Greey, John Ferragamo, Ed Hause; *Patchogue Mixed* — Olga Campbell, Joe Patanjo, Gene Burgess; *Pub Mixed* — Debbie Bianco, Maggie Healy, John Riccobono, Jim McCormack; *Syosset Mixed* — Joan Diercks, Valerie Pesce, Bob Nagel, Sal Barcia; *Tuesday Mixed* — June Schwarze, Martha Juppé, Herb Pirkl, Don Eivers.

Aerospace — Pete Annello, Joe Schneider, Harry Trueman, John Schwab; *Black* — Jim Taffner, Miael Juppé, Richard Bloomer; *Brown* — Nello Abreu, Arnie Robbins, Claude Gibson, Dennis Robson; *Blue* — Mike D'Angelo, Curt Van Valkenburgh, James New; *Calverton Nite Owls* — Bob Overdoff, Al Christianson, Bill Ryan, Vinny Picece; *Classic* — John D'Errico; George Olsen, John Keenan; *Classified* — Bob Taylor, Joe Navlevaiko, Joe Grant, Hank Burkhardt; *GDS* — Kurt Riedel, Harry Ashcraft, Artie Grey; *Goose* — Dan Wasilewicz, Fred Heppler, Ed Brandt, Len Trifaro.

Gray — William Simpson, Stan Angur, Caesar Lopalo; *Great River Green* — Bill Snekenberg, Bob Klewicki, Pat Amoroso, Les Elms; *Masters* — Ray Sutton, Ed Gabriel, Grover Hart; *Outpost* — Charles DeFiore, Richard Chiafolo, Robert Caminiti; *Red* — Charles Ballweg, John Strakosch, Phil Musa, Herb Pirkl; *Rocket* — Charles Stumpf, Howie Solof, John Rizzo; *Structural Test* — Lou Pasciutti, George Diamond, Gerry Ednie; *Trader* — Bill McKinnon, Vic Kino, Vin Perniciaro, Ken Smith.

Fancy, or safe?

Bob Mills of Industrial Safety is reminding as many Grummanites as he can reach of how important it is to wear safety shoes. "Many people save their good shoes for special occasions," Bob says, "and ignore the importance of having a good pair of shoes for work, which entails about 50 hours of wear a week." That bit of irony leads Bob to maintain that more important than fancy or shiny shoes are those that offer protection on the job.

It is possible to combine "all the advantages of a good pair of shoes plus the protection of a safety toe cap that can withstand many pounds of pressure." But he makes it clear that he is concerned not only with working hours. Men and women at home—mowing the lawn, mulching leaves, snow blowing, and doing other such projects in and out of the house—can run the same risks as on the job.

Bob suggests that you check your ESO for available safety-shoe models and styles that run from $15 to $25.

GRUMMAN plane news

ADDRESS CORRECTION REQUESTED

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